



MINUTES

AFSCME Local 18 Executive Board Meeting – August 3, 2023 @ 12-1 pm
Zoom ID: 899 9804 7372 Passcode: 307436 By Phone: (669) 444-9171
<https://us02web.zoom.us/j/89998047372?pwd=V2lvUTFFb2o3MWNqUFFDcFRtMIBJQT09>

1. Roll Call

Glenn Acosta (President), Patricia Hsai (Vice President), Mischelle Mikulas (Secretary), Margott Hinostraza (Treasurer), Dave Walbeck (Professional Unit Director), Ted Brodeur (Professional Supervisory Unit Director), Jose Mendoza (Technical Support Unit Director), Christina Rocha (White Collar Unit Director), Dwain Tucker (Director at Large), Rebecca Urac (Director at Large), Basil Hewitt (Director at Large). Quorum established.

AFSCME Representative Present: Luis Schmidt

Present During the Meeting but not Present During Roll Call: Dave DeVase (Energy Recovery)

2. Approval of Minutes – July 11

Motion made by Ted to approve the July 11th minutes. Mischelle seconded the motion. Motion passed unanimously.

3. Approval of Treasurer's Reports – June 2023

Motion made by Dwain to approve the June 2023 Treasurer's Report. Ted seconded motion. Motion passed unanimously.

4. Engineer Classifications – Survey Results: 38 to 28 (add classifications vs single title)

No action taken.

5. Baker Tilly's Final Report on Promotions and Transfers

No action taken.

6. HR's Revised Salary Inequity Proposal dated July 28, 2023

- a. Lab Techs - 8.25% increase
- b. Project Designer – no increase
- c. Asset Management Technician I, II, Lead – 2% increase
- d. Purchasing Assistant – 5.75% increase
- e. Power Plant Operator I, II – no increase
- f. Customer Service Representative – no increase (no further info provided to HR)
- g. SCADA Coordinator – no increase (no further info provided to HR)

No action taken.

7. Draft Guideline for Salary Inequity Submittal and HR Review

No action taken.

8. Districts/HR Proposals

- a. Heavy Equipment Video Policy – August 7 @ 12 pm via Teams

No action taken.

9. Preeti Ghuman's request for AFSCME support in wage theft claim – August 10 @ 12 pm (Special Board Meeting)

No action taken.

10. Report from AFSCME Representative

- a. Effects of new LED lights on staff – Management is conducting a pilot study in the Planning Dept and hiring a consultant.
- b. Request to convert hourly employees to monthly – Added to Personnel Committee agenda for September.
- c. Grievances
 - i. Lost vacation hours (Tech Support Unit)
 - ii. Out-of-class pay (Supervisory Unit)

No action taken.

11. Reports from Ad Hoc Committees

- a. Jose Mendoza, Chair of Constitution Committee
- b. Becky Urac, Chair of Improvements Committee
- c. Dwain Tucker, Chair of HR Audit Committee
- d. Steve Sealy, Chair of Salary Survey Committee

12. Other matters

- a. Next Town Hall – August 15 @ 12 pm

No action taken.

13. Next meetings

- a. August 10 @ 12 pm (Special Board Meeting)
- b. September 7
- c. October 5
- d. November 2
- e. December 7